

**AMENDMENTS TO THE CLAIMS**

The listing of claims will replace all prior versions, and listings, of claims in the application:

**Listing of Claims:**

1. (Currently Amended) A method of analyzing resources for a reduction action, the method comprising:
  - identifying a skill group that includes surplus human resources;
  - selecting one or more employees data records corresponding to the identified skill group;
  - analyzing one or more evaluations corresponding to the selected employee data records; [[and]]
  - choosing a surplus group of employee data records from the selected employee data records based on the analysis, wherein the choosing includes:
    - sorting the selected employee data records by the evaluations, the sorting resulting in a list of sorted employee data records, wherein the list is ordered according to the evaluations; ~~with a high end and a low end;~~
    - receiving a surplus percentage corresponding to the skill group;
    - and
    - selecting a number of the sorted employee data records by applying the surplus percentage to [[the]] a low end of the ordered list of sorted employee data records[[.]] ;
  - comparing the chosen surplus employee data records with non-surplus employee data records, wherein both the chosen surplus employee data records and non-surplus employee data records have a common skill group;
  - identifying one or more of the surplus employee data records as non-surplus employee data records based on the comparison; and

changing the identified surplus employee data records to non-surplus employee data records based on the identification.

2. (Canceled)
3. (Original) The method as described in claim 1 wherein the skill group includes a skill level.
4. (Original) The method as described in claim 1 further comprising:  
identifying an employee corresponding to one of the employee data records to evaluate;  
retrieving an evaluation template from a plurality of evaluation templates corresponding to the identified employee's skill group;  
evaluating the identified employee using the retrieved evaluation template; and  
storing the identified employee's evaluation in a data store stored on a nonvolatile storage area.
5. (Canceled)
6. (Original) The method as described in claim 1 further comprising:  
reviewing the chosen surplus group of employees based on one or more surplus criteria; and  
rejecting one or more of the chosen surplus data records based on the reviews.
7. (Original) The method as described in claim 6 wherein at least one of the surplus criteria is selected from the group consisting of organizational surplus guidelines, local laws, state laws, and national laws.
8. (Currently Amended) An information handling system comprising:  
one or more processors;  
a memory accessible by the processors;

one or more nonvolatile storage devices accessible by the processors;

an resource analysis tool to analyze surplus resources in a resource reduction action, the resource analysis tool including:

- means for identifying a skill group that includes surplus human resources;
- means for selecting one or more employees data records corresponding to the identified skill group;
- means for analyzing one or more evaluations corresponding to the selected employee data records; [[and]]
- means for choosing a surplus group of employee data records from the selected employee data records based on the analysis, wherein the means for choosing includes:
  - means for sorting the selected employee data records by the evaluations, the sorting resulting in a list of sorted employee data records, wherein the list is ordered according to the evaluations; with a high end and a low end;
  - means for receiving a surplus percentage corresponding to the skill group; and
  - means for selecting a number of the sorted employee data records by applying the surplus percentage to [[the]] a low end of the ordered list of sorted employee data records[.];
- means for comparing the chosen surplus employee data records with non-surplus employee data records, wherein both the chosen surplus employee data records and non-surplus employee data records have a common skill group;
- means for identifying one or more of the surplus employee data records as non-surplus employee data records based on the comparison; and
- means for changing the identified surplus employee data records to non-surplus employee data records based on the identification.

9. (Canceled)
10. (Original) The information handling system as described in claim 8 further comprising:
  - means for identifying an employee corresponding to one of the employee data records to evaluate;
  - means for retrieving an evaluation template from a plurality of evaluation templates corresponding to the identified employee's skill group;
  - means for evaluating the identified employee using the retrieved evaluation template; and
  - means for storing the identified employee's evaluation in a data store stored on a nonvolatile storage area.
11. (Canceled)
12. (Original) The information handling system as described in claim 8 further comprising:
  - means for reviewing the chosen surplus group of employees based on one or more surplus criteria; and
  - means for rejecting one or more of the chosen surplus data records based on the reviews.
13. (Original) The information handling system as described in claim 12 wherein at least one of the surplus criteria is selected from the group consisting of organizational surplus guidelines, local laws, state laws, and national laws.
14. (Currently Amended) A computer program product stored in a computer operable media for analyzing resources for a reduction action, said computer program product comprising:
  - means for identifying a skill group that includes surplus human resources;

means for selecting one or more employees data records corresponding to the identified skill group;

means for analyzing one or more evaluations corresponding to the selected employee data records; [[and]]

means for choosing a surplus group of employee data records from the selected employee data records based on the analysis ,wherein the means for choosing includes:

means for sorting the selected employee data records by the evaluations, the sorting resulting in a list of sorted employee data records, wherein the list is ordered according to the evaluations;  
~~with a high end and a low end;~~

means for receiving a surplus percentage corresponding to the skill group; [[and]]

means for selecting a number of the sorted employee data records by applying the surplus percentage to [[the]] a low end of the ordered list of sorted employee data records[[.]] ;

means for comparing the chosen surplus employee data records with non-surplus employee data records, wherein both the chosen surplus employee data records and non-surplus employee data records have a common skill group;

means for identifying one or more of the surplus employee data records as non-surplus employee data records based on the comparison; and

means for changing the identified surplus employee data records to non-surplus employee data records based on the identification.

15. (Canceled)

16. (Original) The computer program product as described in claim 14 wherein the skill group includes a skill level.
17. (Original) The computer program product as described in claim 14 further comprising:
  - means for identifying an employee corresponding to one of the employee data records to evaluate;
  - means for retrieving an evaluation template from a plurality of evaluation templates corresponding to the identified employee's skill group;
  - means for evaluating the identified employee using the retrieved evaluation template; and
  - means for storing the identified employee's evaluation in a data store stored on a nonvolatile storage area.
18. (Canceled)
19. (Original) The computer program product as described in claim 14 further comprising:
  - means for reviewing the chosen surplus group of employees based on one or more surplus criteria; and
  - means for rejecting one or more of the chosen surplus data records based on the reviews.
20. (Currently Amended) The computer program product as described in claim [[6]] 19 wherein at least one of the surplus criteria is selected from the group consisting of organizational surplus guidelines, local laws, state laws, and national laws.
21. (New) The method as described in claim 1 further comprising:
  - in response to the analyzing, disagreeing with a selected evaluation; and

sending a rework request to a creator of the selected evaluation in response to disagreeing with the selected evaluation.

22. (New) The information handling system as described in claim 8 further comprising:  
means for disagreeing with a selected evaluation; and  
means for sending a rework request to a creator of the selected evaluation in response to disagreeing with the selected evaluation.
23. (New) The computer program product as described in claim 14 further comprising:  
means for disagreeing with a selected evaluation; and  
means for sending a rework request to a creator of the selected evaluation in response to disagreeing with the selected evaluation.